

Subject: **Employment of People with Disabilities**

Applies to: All Faculty and Staff

- I. Policy: The University of Rochester is committed to the goal of providing equal opportunity to all qualified individuals who have a disability.
- II. Guidelines: In order to meet this objective, the University has established the following:
 - A. The University will recruit, hire and promote for all positions (faculty and staff) without regard to disabled veteran, Vietnam Era veteran, or other eligible veteran status, age, race, creed, color, national origin, sexual orientation, military status, sex, disability, genetic predisposition or carrier status, marital status or any other status protected by law.
 - B. All employment and promotion decisions will be based solely upon the individual's qualifications for, and ability to perform the essential functions of the position being filled, with or without reasonable accommodation.
 - C. All other employment practices such as compensation, benefits, transfers, layoffs or terminations, selection for training, work assignments, social and recreational and other programs are administered without regard to the above, except where there is a verifiable occupational requirement.
 - D. The University's Affirmative Action Programs are designed to facilitate the recruitment and employment of qualified individuals with disabilities, minority and female group members, and disabled, Vietnam era veterans or other eligible veterans. These programs will be updated annually. Non-confidential elements of these programs will be available for review by employees.
 - E. The President has appointed the Provost and the Associate Vice President for Human Resources as Affirmative Action Coordinators for the University of Rochester. The Provost is responsible for coordinating the Affirmative Action Program for faculty, and the Associate Vice President for Human Resources is responsible for coordinating the Affirmative Action Program for staff. They are responsible for adherence to this policy, monitoring and internal reporting, and implementation of the Affirmative Action Program.
- III. Procedure: The University prepares an Affirmative Action Plan for People with Disabilities annually, as a part of its comprehensive Affirmative Action Plan. Copies of these plans are housed in the offices of the Provost and the Associate Vice President for Human Resources.